GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:100
ANSWERED ON:05.07.2004
WAGE RATES FOR WOMEN WORKERS
Satheedevi Smt. P.;Sen Smt. Minati

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether the Government are aware that according to the UNDP Human Development Report, women`s wage rates are on an average only 75 percent of men`s wage rates;

(b) if so, whether the Government are considering to enact labour laws to correct the imbalance; and

(c) if so, the details thereof?

Answer

MINISTER OF LABOUR AND EMPLOYMENT (SHRI SIS RAM OLA)

(a): The UNDP Human Development Report, 2003 mentions that for the purpose of calculating the estimated female and male earned income an estimate of 75% was used for the ratio of female non-agricultural wage to the male non-agricultural wage. The Report also mentions that no wage data is available. However, the basis of taking this figure of 75% has not been elaborated in the Report.

(b) & (c): The legal issues pertaining to equal wages to women workers are covered under the Equal Remuneration Act, 1976 and the Minimum Wages Act, 1948. The Equal Remuneration Act, 1976 provides for payment of equal remuneration to women for the same work or work of similar nature. Similarly, the Minimum Wages Act, 1948 also provides for equal minimum wages to men and women workers without any discrimination.